



TRADOC EQUAL EMPLOYMENT OPPORTUNITY (EEO) STRATEGIC PLAN - FY 00- 03

Mission

Vision

Values

Key Business Drivers

Goals



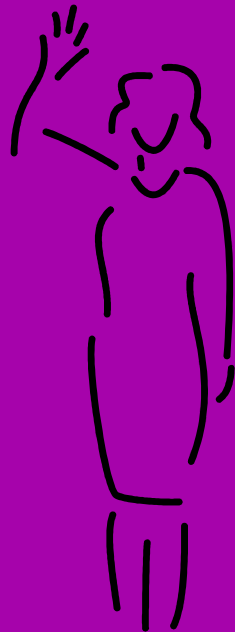
TRADOC EEO MISSION STATEMENT

**Administer an
EEO program that
assists our
customers in
creating and
sustaining a
discrimination-
free workplace**



TRADOC EEO VISION FOR THE 21st CENTURY

**Premier EEO office
staff satisfying
customer needs!**



Values

Values

Values



Honor
Integrity
Selfless Service
Courage
Commitment



Competence

Candor

Loyalty

Duty

Respect



KEY BUSINESS DRIVERS

#1 - Provide Quality Customer Service

#2 - Enhance Mediation Program

#3 - Institute Diversity Program

#4 - Expand Technology Capabilities

#5 - Augment POSH Program

#6 - Revise Affirmative Employment Program



GOAL: COMMIT TO EXCELLENT CUSTOMER SERVICE



**Identified External Customers:
Each TRADOC activity CG, CofS,
and employee**

STRATEGIES

- 😊 **Develop a Customer Service Survey**
- 😊 **Implement Program Evaluation Guide**
 - 😊 **Conduct quarterly VTC's**
 - 😊 **Conduct SAV visits**
- 😊 **Revise EEO award program**



GOAL: DEVELOP A MOTIVATED, TRAINED, AND EMPOWERED WORK FORCE

STRATEGIES

Schedule team building activity

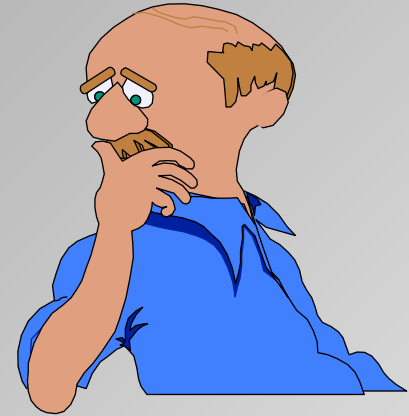
**Provide career/program
enrichment training annually**

Schedule social activities

Heighten APIC knowledge



**GOAL:
IMPLEMENT
GUIDELINES OF
NEW EEOC MD-
110**



STRATEGIES

Update TRADOC mediation policy

**Track success of mediation
program; analyze and provide
results**

Provide mediation training



**GOAL:
CONDUCT
DIVERSITY
TRAINING**



STRATEGIES

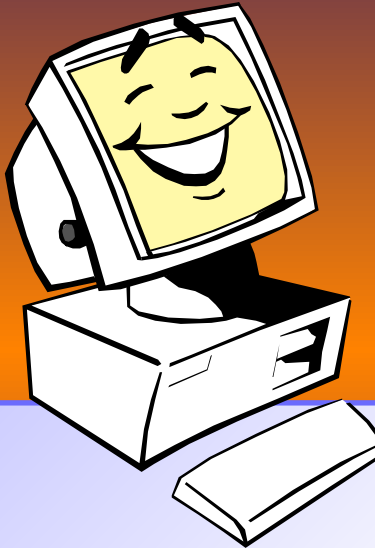
Obtain funding

Provide and schedule trainer

Conduct a follow-up survey



**GOAL: PROVIDE LEADING - EDGE
TECHNOLOGY THAT MEETS OR EXCEEDS
CUSTOMER EXPECTATIONS,
INCREASES PRODUCTIVITY, AND SAVES TIME**



**“I think there is a world
market
for maybe five computers.”**

**Thomas Watson,
Chairman of IBM, 1943**


STRATEGIES

**Insure training is provided for
Modern System**

**Enhance system for 462 and AEP
reporting requirements**

**“There is no
reason
anyone would
want a computer
in their home.”**

**Ken Olson, President,
Chairman, & Founder
of Digital Equip Corp, 1977**



**GOAL: PROVIDE
CURRENT POSH
MATERIALS**

STRATEGIES

Update refresher training package

**Provide POSH requirements on the EEO
Homepage**

**Develop process for monitoring POSH
train-the-trainers training**

GOAL: EXPAND AFFIRMATIVE ACTION COUNCIL (AAC)

STRATEGIES

Ensure TRADOC Memo 1-14 is implemented

Provide supplemental briefings on diversity for AAC meetings

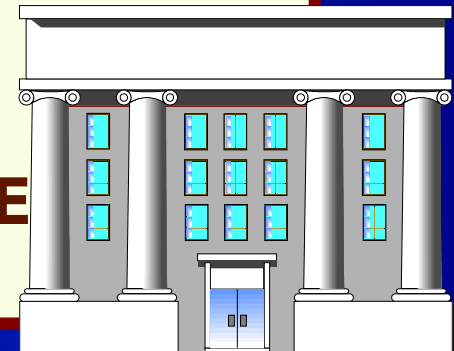


GOAL: IDENTIFY POTENTIAL INSTITUTIONS FOR PARTNERSHIPS

STRATEGIES

**Identify Historically Black Colleges &
Universities, Hispanic Serving
Institutions, and Tribal Colleges and
Universities**

**Provide information on the EE
Homepage**



GOAL: FIX DATA GATHERING ISSUES

STRATEGIES

**Update barrier analysis for Affirmative
Employment Plan (AEP)**

Revamp display of statistical data for AEP

Provide training on EEO statistical gathering



**PEOPLE
DON'T
PLAN TO
FAIL -
THEY FAIL
TO PLAN**

